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ABSTRACT

This bibliography is composed of 157 citations ranging in date from 1962 to 1969, but emphasizing the 1967 to 1969 period. Approximately one-third of the entries are annotated. The sources describe programs and techniques which are similar to the U.S. Department of Labor's "New Careers" program; however, emphasis is on less institutionalized programs and techniques which represent the private sector and the fields of health and education. Listings are arranged alphabetically according to author under the general divisions of Paraprofessional Workers, Subprofessional Workers, Nonprofessional Workers, Citations of Related Interest, and Filmography. Entries include journals, news releases, newspaper articles, reports of conferences and demonstration projects, and additional sources of information. A related bibliography is available as VT 011 041. (CH)

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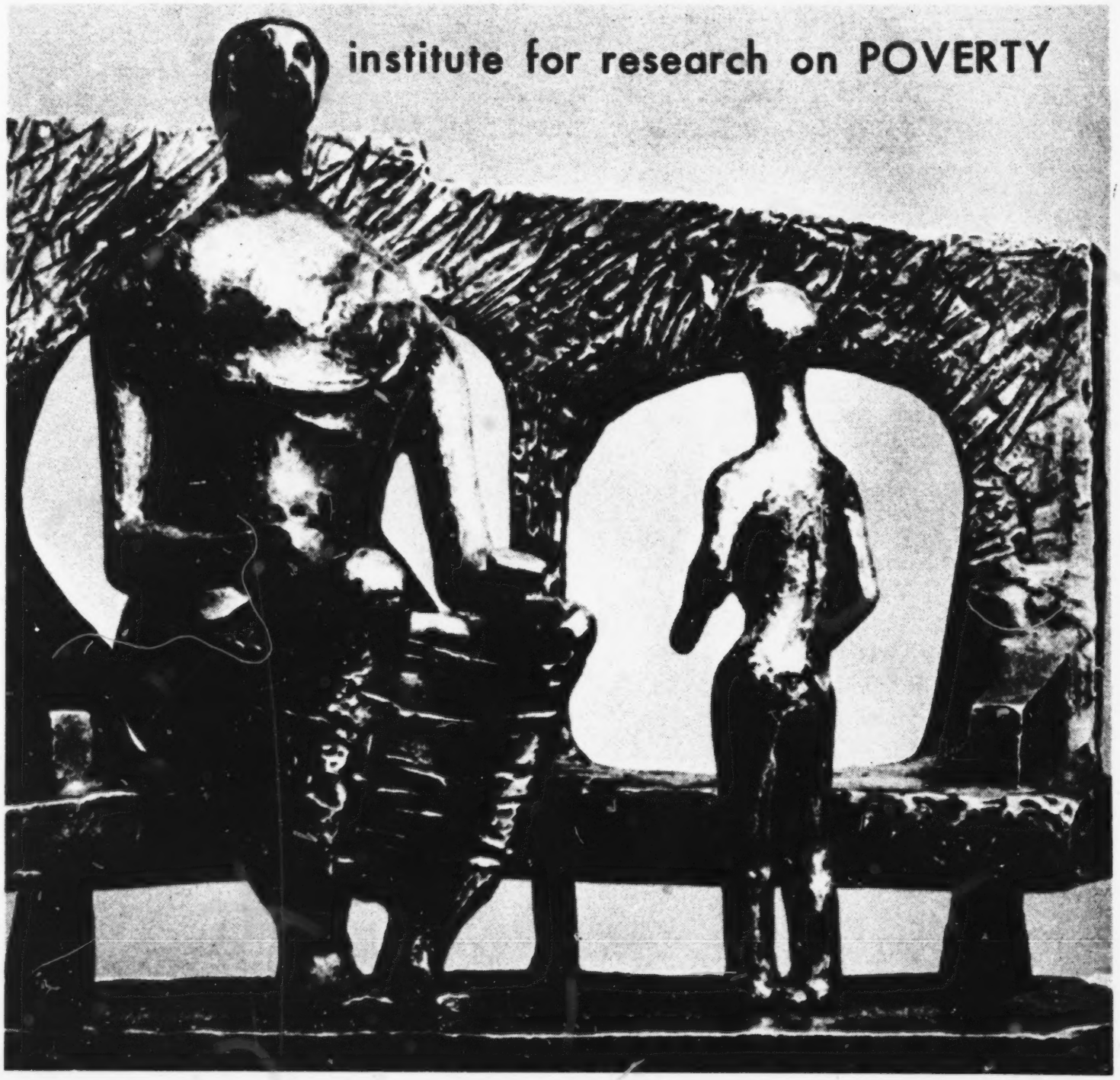

paraprofessionals, subprofessionals, and nonprofessionals;

A SELECTED, ANNOTATED BIBLIOGRAPHY

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**********with the assistance of Paul Kedinger

THE UNIVERSITY OF WISCONSIN

August, 1969

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INTRODUCTORY NOTE

This bibliography is a companion to "New Careers: Information Sources and Bibliography" by Virginia Wolters and Colin Cameron, which is also available from the Institute for Research on Poverty. The compilers have made no attempt to produce an exhaustive collection of material on the subject. Instead, it has been our aim to present an overview of the recent literature on the topic appearing in such places as journals, news releases, and newspapers, in addition to listing sources of more information.

"New Careers" is a term used to describe the specific program which the U. S. Dept. of Labor is developing in order to engender the development of "career ladders" which build up the job-potential of the unskilled worker by easy stages: the bibliography on New Careers deals mainly with this program. This bibliography, however, deals mainly with other, less institutionalized programs and techniques which have a similar goal along less stratified outlines, especially with the private sector and in the fields of health and education.

The subject matter itself dictates a certain lack of firmly demarcated lines between topics, but for purposes of convenience, the material as a whole has been described under the following topics: Paraprofessional Workers, Subprofessional Workers, Nonprofessional Workers, Citations of Related Interest, and Filmography.

C. C.
V. W.

I. PARAPROFESSIONAL WORKERS

Bennett, Addison C.,
"Can Our Hospital Manage the Training Crisis?," Training in Business and Industry, April, 1968, pp. 24-26,34,40,42,45.

"Bridging the Credentials Gap," Communities in Action, December, 1968, vol. 4, no. 3, pp. 22-.

Connors, Joy,
"Building a Career Ladder," American Education, February, 1969, vol. 5, no. 2, pp. 15-17.

"Congress on Medical Education: Five Papers Presented Before the Congress, Chicago, Illinois, February 11, 1968." American Medical Association Journal, November 11, 1968, 206, pp. 1542-1557.
Includes "Manpower problems in the allied health field," by H. I. Greenfield and "Professionalism in the allied health field," by W. K. Selden.

Dickmann, Leonore,
"Defining Paraprofessional Programs," Wisconsin Education Association Journal, November, 1968, pp. 20 & 22.
The focus of the article is on the use of teacher aides and other auxiliary personnel in the field of education. The lack of well-documented research regarding evaluation is brought out, but the outlines for overall objectives and training patterns for both the full-fledged teacher and the paraprofessional assistants are fully enunciated.

Feldstein, Donald,
"The Paraprofessional and the Community College," from 'Comments on Currents,' Social Work, January, 1969, p. 117.

Fincher, Cameron,
"Nursing and Paramedical Personnel in Georgia: a Survey of Supply and Demand." Atlanta, Ga., State College, 1962, 118 p.

Gartner, Alan,
"The Use of the Paraprofessional and New Directions for the Social Service Agency," speech of the APWA's Division on Personnel and Staff Development Workshop, held at Kansas City, Missouri, December, 1968. New York, New York University, New Careers Development Center (School of Education.) 9 p.

In this keynote speech, Gartner limns the growing official recognition given to the role of the paraprofessional and especially within the social service agencies. Stressing the need for useful work whose efficacy may be seen both by the doer and the employer, he indicates that in addition, the potential worker to be incorporated in the work market must be prepared by a curriculum in line with the exact needs of his new job, and then bring these workable skills to bear on it.

Gartner, Alan, and Riessman, Frank,
"Paraprofessionals, their Organization, and the Unions." New York, New York University, New Careers Development Center, September, 1968, 8 p.

Ginzberg, Eli,
"Manpower Agenda for America; Essays". New York, McGraw-Hill, 1968, 250 p.

Horowitz, Morris A., and others,
"Hiring Standards for Paramedical Manpower." A report to the Manpower Administration, U. S. Dept. of Labor, Grant no. 91-23-67-57. Boston, Dept. of Economics, Northeastern University, 1968. 51 p. + tables.

Kelley, F. J.,
"The Disadvantaged (hard core) Unemployed," Journal of Occupational Medicine, March 1969, volume 11, pp. 116-119.
"Hiring of relatively large numbers of the disadvantaged hard-core minority presents problems in medical services requiring acknowledgement of today's social challenges and requires many changes in previous concepts and procedures."

Millman, Linda I, and Catherine S. Chilman,
"Poor People at Work: An Annotated Bibliography on Semi-Professionals in Education, Health, and Welfare Services." Washington, D. C., U. S. Dept. of Health, Education, and Welfare, Social and Rehabilitation Service, Office of Research, Demonstrations, and Training.

National Education Association Reporter, January 24, 1969.
Conferees probe paraprofessional role: a force for change? Article on p. 4.
"How does the paraprofessional relate to the community and what role does he play in community control? Do teachers feel threatened by having aides in the classroom? These and other questions were raised at the National Conference on the Paraprofessional, Career Advancement, and Pupil Learning, held in Washington, D. C., January 9 and 10."

New Careers Newsletter, Fall, 1968, vol II, no. 5 (amongst many others)
"New Professionals: Hold Conference in Pittsburgh; Nixon on Paraprofessionals, and Headstart for Para-Professionals." (sample headings)
"...the Headstart Supplementary Training Program...is providing training for careers opportunities in child care and education for Headstart staff, especially the paraprofessionals."

Norris, Glenda L.,
"Use of Teacher Aides, 1968-69." NEA Research Memo. Washington, D. C., National Education Association, 1969. (45¢)

Oishi, Gene,
"CORE's Centerpiece for Progress," Employment Service Review, volume 4, number 8 and 9, August-September, 1967, pp. 12-15.

Paniagua, Lita, and V. C. Jackson,
"Role Play in New Careers Training - Technique for Developing Paraprofessional-Professional Teamwork in Human Service Agencies. New York, New York University, School of Education-- New Careers Training Laboratory, 1968, 50 p., $2.50.

Richmond, Charlotte,
"The Teacher Aide," Occupational Outlook Quarterly, December, 1968, volume 12, pp. 1-3.

Riessman, Frank,
"The New Struggle for the Paraprofessional: Between the Community and the

Agencies." Social Policy Notes, no. 3 - November, 1968. New York, New York University, School of Education - New Careers Development Center, 8 p.
Not only is there interest in paraprofessionals by public agencies, but with the private sector as well. The big problem is to gain acceptance by professionals in such work situations.

Riessman, Frank, and Alan Gartner,
"Paraprofessionals, Their Organization, and the Unions." Social Policy Notes, no. 3 - September, 1968. New York, New York University, School of Education - New Careers Development Center.

Riessman, Frank, and Alan Gartner,
"Instructional Aide: New Developments." Social Policy Notes, no. 5 - January, 1969. New York, New York University, School of Education - New Careers Development Center, 13 p. + footnotes.

Rutledge, Aaron L., and G. Z. Gass.
"Nineteen Negro Men." San Francisco, Jessey-Bass, Inc., 1967, 109 p. $5.50.

Siegel, Fanny F.,'
"Recruiting the Early Retirant as a Psychiatric Aide," Hospitals, vol. 43, no. 4, February 16, 1969, pp. 53-55.
"Recruitment of psychiatric aides from the pool of industrial workers who retire before age 65 would open a largely untapped source of health care manpower..."

Still, Lawrence A.,
"Chicago's JOBS NOW: an Answer for Ghetto Youth," Employment Service Review, vol. 4, numbers 8 and 9, August-September, 1967, pp. 36-41.

U. S. Office of Economic Opportunity, News Release for July 2, 1968.
OEO GRANT TO CASA LOMA COLLEGE FOR PARAMEDICAL TRAINING (DEMONSTRATION)
"Approval of a $409,191 project will train low-income people from the San Fernando Valley, for health service jobs, was announced today by the Office of Economic Opportunity...The 12-month demonstration program is designed to show that in a community college setting, the poor can be trained, not for low-level aide positions in the health services, but rather as technologists in laboratories, medical libraries, hospital emergency rooms and other medical departments."

Wisconsin. State Dept. of Public Instruction,
"Information Retrieval System Index for Educational Practices and Programs. Madison, Wisconsin, Wisconsin Dept. of Public Instruction, Center for Research and Program Development. (Address inquires about obtaining abstracts and the articles themselves, and for information as to how to be included in the index to: Mrs. Margaret Barry, Wisconsin Dept. of Public Instruction, 126 Langdon St., Madison, Wisconsin, 53702.
The titles from the following list have been derived from the Fall, 1968 and the Spring, 1969 numbers of the above.
Training and Utilization of Paraprofessionals in Services for Handicapped Children / Aides (11-0256)
A Feasibility Study and Pilot Project to Train Paraprofessional to Assist Elementary-School Guidance Personnel / Aides (33-0232)
Individualizing Learning Through Media / Rural Audio-Visual Paraprofessional Library In-Service (11-0110)
Individualization of Instruction Through Creative Use of Personnel/ Team Paraprofessional Ungraded (15-0018)

Maximizing Opportunities for Development and Experimentation in Learning in the Schools / Team Research Dissemination Paraprofessional (15-0052)

Individualized Foreign Language Program / Paraprofessional Intern (16-0068)

An Organizatign for Improving Instruction in the Elementary School /Team Ungraded Planning urriculum Paraprofessional/ (17-0016)

Team Teaching and the Block Schedule / English Intern Paraprofessional Flexibility (17-0126)

Class Size and Teacher Aides as Factors in the Achievement of the Educable Mentally Retarded / Research Paraprofessional Handicapped (19-0080)

A Self-Perpetuating System of In-Service Training for Teacher Development / Paraprofessional (24-0096)

Individually Prescribed Instruction / Research Curriculum Paraprofessional (58-0091)

Teacher Aides Handbook for Instructors and Administrators / Paraprofessional Training Recruitment (95-0006)

II. SUBPROFESSIONAL WORKERS

Baker, Priscilla A.,
"Library Technician," Occupational Outlook Quarterly, December, 1968, vol. 12, pp. 4-5.

Callan, Laurence B.,
"Health Education Aide Trainee Project," Public Health Reports, May, 1969, vol. 84, pp. 459-464.

"Case Conference on the Neighborhood Subprofessional Worker," Children, January-February, 1968, pp. 7-16.

Cogan, Lee,
"Negroes for Medicine; Report of a Macy Conference." Baltimore, published for the Josiah Macy, Jr. Foundation, by the Johns Hopkins Press, 1968, 71 p.

Elston, Patricia,
"New Careers in Welfare for Professionals and Nonprofessionals: a Proposal for Staffing Reorganization Linked to Programs for the Improvement and Expansion of Welfare Services." New York, New York University, New Careers Development Center, December, 1967, 20 p.

Erwin, Kate,
"New Careers," American Education, May, 1968, vol. 4, pp. 20-22.
The New Careers movement now allows inhabitants of Winston-Salem to not only learn to take up paraprofessional jobs, sponsored locally, but also to earn at the same time.

Fendall, N. R. E.,
"Auxiliary Health Personnel: Training and Use," Public Health Reports, June, 1967, vol. 82, no. 6, pp. 471-479.

Field, C.,
"Michigan Bell [telephone company] Finds Headaches, Rewards in 'Adopting' School: Company Offers Courses, Jobs to Youths in Detroit Ghetto but Runs into Local Criticism." In The Wall St. Journal, January 15, 1969, 173:1+

Fisher, Jacob,
"The Psychiatric Aide in State Mental Hospitals," Washington, D. C., U. S. Dept. of Health, Education, and Welfare, Public Health Service. Washington, D. C., Government Printing Office, 1965, 113 p.

Fishman, J. R., and J. R. Pointer,
"Comprehensive Bibliography on New Careers and the Use of Sub-Professionals in Human Services." Washington, D. C., U. S. Dept. of Labor, 1967? Free.

Gribbons, Warren D., and Paul R. Lohnes,
"Emerging Careers." (A Career Pattern Study.) Donald E. Super, editor. New York, Columbia University, Teachers College Press, 1968, 202 p.

Hiland, John E., Jr.
"Employment of the Poor as Preprofessionals: supplement no. 5: Challenge to Validity." Prepared by the Technical Assistance Project, American Public Welfare Association, July, 1968.

Kennedy, Robert F.,
"Jobs and New Careers: Statement Before the Senate Reviewing the Economic Opportunity Amendments of 1967-- Emergency Employment Act, September 27, 1967, dittoed from unknown source, 1967? 3 pages.

"There are now, for example, 116,000 teachers' aides in the United States, most hired with funds under the Elementary and Secondary Education Act of 1965...The National Education Association has allocated funds to establish national teacher aides conference for the next school year...Oakland, California has created a "ladder of skills" for its teacher aides, in line with the "job first, diplomas later" concept of new careers....

In the health and welfare field there is also useful experience to draw upon. For example, at the Lincoln Neighborhood Service Center Project of New York, six subprofessional mental health aides serviced more than 25,ooo people. The total salary for the six aides was $25,ooo. Cost of training operation of the storefront center was an additional $25,ooo. Thus, the Center was able to provide vital service to 25,ooo persons by spending only $2 for each individual receiving aid. This is for a 1-year period."

Kirkbride, Joe B.,
"Familiar Faces Bridge Police-Ghetto Gap," Manpower, April, 1969, vol. 1, pp. 24-27.

"New Careers trains and places poor adults in jobs supporting professional employees-- jobs which have built-in levels of career advancement."

Levitan, Sar A., and Garth L. Mangum,
"Coming to Grips with Unemployment," The Reporter, November 17, 1966, pp. 44-46.

McGlotten, Robert M, and Doris G. Hardesty,
"Outreach: Skills for Minority Youth," American Federationist, April 1969, vol. 76, pp. 13-18.

Mobilization for Youth,
"New Occupations Demonstration: Program of Beth Israel Hospital". 47 p. Free.

"New Occupations Demonstration Project: New Health Occupations Program: Outline of Training Curriculum for Social Health Technicians. 1967. Published in New York.

New Careers Development Center.
New Careers: newsletter, vol. II, no. 1 (Spring, 1968), and others. New York, New York University, New Careers Development Center. 18 p.

New Careers Institute.
New Careers Perspectives; reprint series published by the New Careers Institute, University Research Corporation, Washington, D. C. Example: Teacher's Aide Program: Research Report (Minneapolis, Minn., Special Science Institute, no. 1).

New York Times - June 26, 1968, 22:8
"...Montefiore Hospital Offers 100 Summer Jobs for Deprived S. Bronx Students Interested in Health Careers..."

New York Times -June 8, 1969 : 'Students in Ghetto to Train as Tutors'
"...Ghetto students will be trained as tutors, teachers in poverty areas will learn to work more closely with parents and 22 former narcotics addicts will be trained as student counselors in an effort to reduce narcotics use by high school students under grants announced by the U. S. Office of Education.

Norris, Glenda L.,
"Use of Teacher Aides, 1968-69" (Research Memo. 1969-11.) Washington, D. C., National Educational Association, 1969, 15 p. ($0.45)

Parnes, Herbert S., and others,
"Career Thresholds: a Longitudinal Study of the Educational and Labor Market Experience of Male Youth 14-24 Years of Age." Columbus, Ohio, Ohio State University, Center for Human Resource Research, 1969, 266 p. [Prepared under contracts 81-37-68-21 and 81-08-38 with the Manppower Administration, U. S. Dept. of Labor]

Patten, Thomas H., jr., and Gerald E. Clark, jr.,
"Literacy Training and Job Placement of Hard-core Unemployed Negroes in Detroit," Journal of Human Resources, Winter, 1968, vol. III, no. 1, pp. pp. 25-46.

Richmond, Charlotte,
"The Teacher Aide," Occupational Outlook Quarterly, December, 1968, vol. 12, pp. 1-3.

Riessman, Frank,
"The Human Service Worker: a New Careers Movement", Employment Service Review, March-April, 1967, (vol. 4, no. 3-4), pp. 4-6.

Sexton, Brendan,
"The New Careers Movement: a Useful Weapon in the War Against Poverty." Washington, D. C., Citizens' Crusade Against Poverty - Training Program, 1220 15th Street, N. W.

Specht, Harry, Arthur Hawkins, and Floyd McGee,
"Case Conference on the Neighborhood Subprofessional Worker," based on a paper presented at the 1967 forum of the National Conference on Social Welfare," Children, January-February, 1968, vol. 15, no. 1, pp. 7-12, with comments by Helen Harris Perlman, Carol H. Meyer, Sonia Leib Abels, and Leon H. Richman, on pp. 12-16.
The main portion of the article deals with "Excerpts from the Casebooks of Subprofessional Workers," which were derived primarily from experiences observed in Walnut Creek, California, from efforts of the Contra Costa Council of Community Services to enable subprofessional workers, themselves drawn from the ranks of the poor, to work in welfare services in the Richmond Community Development Demonstration Project as part of the "maximum feasible participation" concept of the Office of Economic Opportunity.

"The Subprofessional Pamphlet,"
National Committee on the Employment of Youth.
Address: 145 E. 32nd St., New York, New York 10016.

III. NONPROFESSIONAL WORKERS

Brager, George,

"The Low-Income Non-professional: an Overview of His Role in Program." New York, Mobilization for Youth, Inc., May, 1964, 15 p. + notes.

Brager suggests that the designation of nonpros drawn from the ranks of the poor into social work to be called something like "Social Work Associate." The three programs which the paper describes used nonprofessionals-- as part of Mobilization for Youth-- in capacities of Visiting Homemaker Service worker, Parent Education Aide, and Community Development program worker. In one example, in which the people learned to help militate for themselves, the nonpro went among the slum dwellers' apartments exhorting them to sign the list which protested certain housing code violations and which demanded certain changes by the landlord: the technique helped to produce reform as well as engender a feeling of group syntality among the tenants. The author illustrates the fact that to qualify as a nonpro, one must not be too far ahead of the less-fortunate neighbors, as this situation produces an alienation-of-identification kind of effect which is undesireable in generating the necessary feeling of mutual rapport and empathy.

Carper, J. W.,

"Non-professional in Experimental and Demonstration Projects." Prepared for the U. S. Office of Economic Opportunity, August, 1966. Mimeo, 42 p. + appendices. Washington, D. C., Community Programs and Training Consultants, Inc. Free.

Denham, William H., and Eunice O. Shatz,

"Impact of the Indigenous Nonprofessional on the Professional's Role." New Careers Perspectives, reprint series, no. 9, June, 1969. Washington, D. C., National Institute for New Careers, University Research Corporation, 4301 Connecticut Avenue, N. W., Washington, D. C. 20015.

Elston, Patricia,

"New Careers in Welfare for Professionals and Nonprofessionals: A Proposal for Staffing Reorganization Linked to Programs for the Improvement and Expansion of Welfare Services." New York, New York University, New Careers Training Center, December, 1967, 20 p.

"The dilemma which welfare agencies face is, in part, a manpower problem." This staffing shortage seems due in part to actions of the many young people just graduated from college who come to the big city and who take up social work merely as a stopgap profession to keep themselves alive while looking for other more interesting careers. They chafe at all the bureaucratization, and feeling frustration because of long hours and low salaries, results in their leaving the field very soon, and producing a turnover rate ranging from 25 to 50%.

Since about 15,000 Master of Social Work-calibre people are needed each year, and universities turn out only about 4,000, welfare thus needs schemes to help fill this enormous gap. The efficacy of filling part of this personnel problem has been successfully surmounted by the use of nonprofessionals used in various combinations with professional social workers who may have either the BA or the master's in social work. "The Alameda County Welfare Aide Project has already made it clear that nonprofessionals, many who have not even finished high school, can perform...work which is directly related to the agency's needs."

Felton, Nadine,

"Career Incentive Plan for Higher Education of Non-professionals." New York, New York University, New Careers Development Center, August, 1967.

Goldberg, Herbert,
"Group Psychotherapy Training with the Indigenous Nonprofessional." Paper presented at the Western Psychological Association Convention, March 30, 1968, San Diego, California. 7 p.; to be published in the International Journal of Social Psychiatry.

Greenberg, Barry,
"Review of Literature Relating to Use of Nonprofessionals in Education (1942-1967)." New York, New York University, New Careers Development Center, 1967, 17 p., free.

Kohler, Mary Conway,
"Teaching Turns Them On," Manpower, July, 1969, pp. 10-14.
The author describes programs in which disadvantaged teen-agers act as tutors to younger children, thus in a sense (though in some instances no money is involved) qualifying them as a type of nonprofessional, or in the instances where there is payment, as an educational paraprofessional.
One such program was at Newark, N. J., sponsored by the National Commission on Resources for Youth, funded by the U. S. Dept. of Labor, the summer of 1967. Though some from this program were themselves in the lower echelons of academic achievement in their classes at the beginnins-- though by no means to suggest that it is a case of the blind leading the blind-- "the main idea was to find out if youngsters could learn work habits and literary skills by teaching."
The thrust of the article suggests that because some older disadvantaged children are getting to help others even less fortunate than themselves, the ensuing feeling of accomplishment and the resulting good vibes in general towards the contemporary curriculum and teaching as a whole, eventually allows them to raise themselves by their own bootstraps, to develop vocational skills and aspirations more in line with their actual untapped ability, and even in some instances to channel their interests into serious consideration of the field of teaching as a career. "By May 1969 more than 700 in-school Neighborhood Youth Corps (NYC) youngsters were serving as paid instructors for twice that number of younger students through Youth Tutoring Programs being conducted in 10 cities."

Leiberg, Leon G.,
"The Use of Nonprofessionals and Service Volunteers in Corrections." Draper Conference on Manpower Development and Training in Correctional Programs, Montgomery, Alabama, May 24, 1967, 14 p.

New York University. Center for the Study of Unemployed Youth of the Graduate School of Social Work,
"Summary of Proceedings: Workshop on Nonprofessional Careers for Disadvantaged Youth, December 14-15, 1966, New York, New York". New York, New York University, 1967, 141 p.

Reiff, Robert, and Frank Riessman,
"The Indigenous Nonprofessional: a Strategy of Change in Community Action and Community Mental Health Programs." Washington, D. C., National Institute of Labor Education, November, 1964, 98 p.

Riessman, Frank,
"Issues in Training the New Nonprofessional," (Prepared for Subcommittee on Training, the National Manpower Advisement Committee). New York, New York University, New Careers Development Center, March, 1967, 29 p.
The monograph is divided into sections on The New Manpower, Jobs First-Training Built In, The Need for a Large Number of Trainers, The Training of Senior Trainers, Specific Nonprofessional Issues, What the Trainer Must Know

About the Nonprofessional, Phased Training, Recruitment and Training of Nonprofessionals, The Pre-Job Stage, On-the-Job Training, A Separate Training Agency, Some Specific Recommendations, and Some Conclusions.

Riessman, Frank,
"Strategies and Suggestions for Training Nonprofessionals." (Reprinted from The Community Mental Health Journal, vol. 3, no. 2, Summer, 1967, pp. 103-110.

Riessman, Frank, and Hermin I. Popper, editors,
"Up From Poverty: New Career Ladders for Nonprofessionals. New York, Harper & Row, Publishers, 1968, 332 p. $7.95.
The definitive tract on the concept of 'career ladders.'

Rohrlich, George F.,
"Work and Income Policies for the Negro in Urban Slums," The Social Welfare Forum, 1968, National Conference on Social Welfare. New York, Columbia University Press, 1968, pp. 78-93.
The section of interest here deals with health aides entailing work with the administration of medical and non-medical care both in and out of hospitals. Another part discusses home aides, and another, teaching aides. A work-force of guardians is also proposed.

Schmais, Aaron,
"Implementing Non-Professional Programs in Human Services." Manpower Training Series. (Monographs; other titles available.) Center for Unemployed Youth, Graduate School of Social Work, New York University, New York. 1967, 83 p.

United States. Public Health Service,
"Annotated Bibliography on Inservice Training for Allied Professionals and Nonprofessionals in Community Mental Health. (Revised edition, May, 1969; v + 49 p. bibliography - Publication no. 1901. 55 ¢, available from the Supt. of Documents, U. S. Government Printing Office, Washington, D. C.)
"Published jointly with the National Communicable Disease Center and National Institute of Mental Health."

U. S. Office of Economic Opportunity,
(Washington, D. C.) Newsletter release for August 22, 1968:
NEW JERSEY TRAINING INSTITUTE RECEIVES GRANT (TRAINING)
"The grant will cover at least 15,000 man-days of training for community action staffs and boards. A special effort will be made to train non-professionals from poverty backgrounds for new careers in public service thus helping them to become self-sufficient."

Newsletter release for February 13, 1969:
HEALTH SERVICES MOBILITY STUDY TO BE CONTINUED (RESEARCH AND DEMONSTRATION)
"The City University of New York has been granted funds from the Office of Economic Opportunity, to examine in depth the problem of how to advance non-professionals in the field of health, up the occupational ladder so that they do not end up in "dead-end" jobs."

Newsletter release for March 21, 1969:
POVERTY WORKERS TO PLAN CAREER ADVANCES FOR NONPROFESSIONALS (TRAINING)
"Low-income workers will be trained as specialists to set up career advancement ladders for paraprofessionals in Community Action Agencies with a $237,241 federal grant to New York University's New Careers Training Laboratory... The three-weeks course will serve as a model that regional offices and regional training centers can use for similar career development programs throughout the country. Training materials will also be developed."

Wiley, Wretha,
"Designing Jobs and Careers in Model Cities Program." New York, New York University, New Careers Development Center, September, 1967, 20 p.

Problems arising from an overly-simplified approach to New Careers, particularly involving the fledgling nonprofessional are explained in this critique, which candidly spells out the less well-publicized, more practically-oriented, and more pejorative aspects of the system. Sometimes, it appears that in order to accommodate the needs of the professional who wants to get rid of certain dull tasks-- he does so by grouping the more menial, rote-type aspects of his own job into a bundle of uninteresting tasks-- and then assigning them all to be done by the nonprofessional.

"Another approach which has equally harmful implications for new careers has cast non-professionals as ancillary helpers attached to professionals, rather than as independent workers performing less demanding tasks."

Wisconsin. Dept. of Public Instruction,
"Information Retrieval System Index for Educational Practices and Programs." Madison, Wisconsin, Center for Research and Program Development, Wisconsin Dept. of Public Instruction.

Address inquiries about abstracts and articles, as well as information as to how to have a document listed, to: Mrs. Margaret Barry, 126 Langdon Street, Madison, Wisconsin, 53702.

Titles of articles are derived from Fall, 1968 and Spring, 1969, but other issues in the past and yet to come should prove useful. To receive the index, use the above address.

Utilization of Supportive Personnel in Expanding Speech Therapy Services / Aides Nonprofessional (10-0178)

Training Indigenous Community Leaders for Employment in Social Work / Nonprofessional Aides Underprivileged (19-0060)

IV. CITATIONS OF RELATED INTEREST

American Foundation on Automation and Employment, Inc., New York City,
"Films on Jobs, Training, and the Ghetto: an Evaluative Guide." New York, Innovation Press, 1969.

American Medical Association,
"Horizons Unlimited: a Handbook Describing Rewarding Career Opportunities in Medicine and Allied Fields." Chicago, Illinois, American Medical Association, 1966. (For information, write: Program Services Department, American Medical Association, 535 North Dearborn, Chicago, Illinois 60610.)

Arnold, Matthew C.,
"Businessmen-- to the Front of the Classroom," Personnel Journal, vol. 48, no. 3, March 1969, pp. 174-178, 185.

Aun, Emil Michael,
"JOBS is Putting People to Work," Manpower, May, 1969, pp. 14-17.

Barber, John W., ed.,
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"The Office of State Merit Systems is engaged in a continuing program of developing new kinds of selection devices for the human services support classes in the grant-in-aid programs."
The document delineates the importance of the structure of the agency cluster in the target community, and the importance of the media in developing syntality within the varying types of people in this essentially group kind of activity.
"...For individuals being hired in a merit career position (as contrasted with placement in a rehabilitation training project), reasonable ability to adapt and to develop responsible work habits is to be expected."

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For more information, write:
Regional Manpower Administrator in your district. The New York office is: 341 Ninth Avenue, New York, N. Y. 10001.
Midwest office: 219 South Dearborn St., Chicago, Ill. 60604.
West Coast: 450 Golden Gate Avenue, San Francisco, California 94102.

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"To professionalize and rationalize household employment, Mrs. Uvelia S. A. Bowen operates HEART (Household Employment Association for Re-evaluation and Training) in Philadelphia... HEART is an experimental and demonstration project funded in part by the Department of Labor...HEART trains both the employee and employer. It is not just an agency to supply domestic servants from the ranks of the disadvantaged."

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Addenda

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"Training concepts, processes and models to enable a team with members of widely differing background, competencies and experiences to meet the individual learning needs of children and youth."

To receive this and other training materials, write: Mr. Michael Neben, Bureau of Educational Personnel Development, U. S. Office of Education, 400 Maryland Avenue, S. W., Washington, D. C. 20202.

V. FILMOGRAPHY

AMERICA'S CRISIS: THE CITIES AND THE POOR (Parts I & II) 1966
60 minutes each B & W Sound 16 mm
Distributor: Audio-Visual Center, Indiana University, Bloomington, Ind.
Rental rate: on request

"A documentary of the urban poor, and their efforts and the efforts of government and private agencies to help them escape the vicious cycle of poverty. Part I shows how the futility the poor feel perpetuates their conditions. Part II deals with ways of organizing to raise the living standard, and the effect of such community organized efforts on federal and local government bodies and programs."

EAST SIDE STORY 1968
28 minutes Color Sound 16 mm
Distributor: Nederlandse Christelijke Radio, Cereniging, Netherlands
American agents: Block Communities, Inc., 29 E. 22 St., New York, N. Y. 10010
Rental: Free

"This film shows the role of block community workers in the ghetto."

EMPLOYING THE DISADVANTAGED
45 minutes Color Sound 16 mm
Distributor: BNA Films, Inc., 1231 24 St., Washington, D. C. 20037.
Rental: $75

"A documentary of industry's innovative efforts in developing training methods for the hard-core unemployed which culminate in employment. The programs covered in this film consciously seek out the disadvantaged and train them for a wide range of industrial jobs."

GARDEN OF THE MIND 1968
25-30 minutes B & W Sound 16 mm
Distributor: Dr. James Smoot, 30 Russell Rd., Westgate, Albany, New York
Rental: on request

"This film presents opportunities in career training, job placement and professional advancement available in New York State Universities located in Brooklyn, Manhattan, Albany, Buffalo and Rochester."

GHETTO 1968
15 minutes Color Sound 16 mm
Distributor: Mobilization for Youth, Inc., 214 E. 2 St., New York, N.Y. 10009
Rental: on request

"Ghetto is a film that follows a day in the life of a young Negro man."

HERE I'LL WAIT FOR YOU 1968
38 minutes B & W Sound 16 mm
Distributor: Block Communities, Inc., 29 E. 22 St., New York, N. Y. 10010
Rental: free

"A documentary portraying a community development program in a slum neighborhood of New York City."

JOBS IN HEALTH
10½ minutes Color Sound 16 mm
Distributor: Louis de Rochemont Associates, Inc., 225 E. 46 St., New York,

New York, 10017.
Rental: Not for rent Purchase: $43.09
"This film gives an account of the many jobs available in health services, such as nurses aides, orderlies, and lab technicians."

JOBS IN THE WORLD OF WORK - A GOOD PLACE TO BE
12 minutes Color Sound 16 mm
Distributor: McGraw-Hill, Inc., 330 W. 42 St., New York, New York 10016
Rental: $10
"This film is part of The World of Work series, which is designed to dramatize in non-academic situations, the pre-vocational skills and attitudes young people must acquire. The pre-vocational guidance emphasis is on the internal feelings of the characters as they are confronted with decisions and choices. A Good Place to Be provides an orientation to the world of work. A wide variety of jobs are shown..."

MAKING A THREAD POUCH 1967
10 minutes Color Sound 16 mm
Distributor: Sterling Educational Films, Inc., 241 E. 34 St., New York, New York, 10016.
Rental: on request
"This film explains the various procedures of sewing the thread pouch, e. g. threading, pinning the thread pouch, finishing the seams."

NEIGHBORHOOD YOUTH CORPS
17½ minutes Color Sound 16 mm
Distributor: Louis de Rochemont Associates, Inc., 225 E. 46 St., New York, New York 10017.
Rental: Not for rent Purchase: $37.46
"This film demonstrates how youth can stay in school while earning money and getting work experience. Dropouts too, can gain work experience, earn money and be helped toward employment opportunity."

A PIECE OF THE CAKE
58 minutes Color Sound 16 mm
Distributor: Audio-Visual Center, Indiana University, Bloomington, Indiana
Rental: on request
"This film documents the efforts of Westinghouse Electric Corporation to recruit and train the hard-core unemployed. It presents a cycle of recruitment and training of 23 men, who after they have moved through entry level jobs, are considered for promotions within the plant. It notes also the problems these men face relating to black and white attitudes as they are disclosed in a variety of interviews with workers and foremen."

TEACHER'S AIDES: A NEW OPPORTUNITY
26 minutes B & W Sound 16 mm
Distributor: Modern Talking Pictures Service, Inc., 1212 Ave. of the Americas, New York, New York 10036
Rental: free
"A Head Start film on the training of para-professional teacher aides for pre-school level education. Produced by the Office of Economic Opportunity.